



Summary Minutes of the U.S. Department of Energy (DOE)'s 21st Century Energy Workforce
Advisory Board (EWAB)
Public Meeting on October 31, 2023

Meeting Participants:

21st Century Energy Workforce Advisory Board Members

- Dr. Deeana Ahmed, Our Next Energy, Inc. (ONE)
- Amanda Cage, National Fund for Workforce Solutions
- Sarita Gupta, Ford Foundation
- Missy Henrikson, Center for Energy Workforce Development
- Dr. Tom Kriger, North America's Building Trades Unions (NABTU)
- Chris Levesque, TerraPower
- Dr. Daniel (Dan) Marschall, George Washington University Institute of Public Policy
- Anne McMonigle, LA Apprenticeship Readiness Fund
- Dr. Girard Melancon, National Council for Workforce Education
- Dr. Jermaine Whirl, Augusta Technical College
- Allison Ziogas, Orsted

DOE Staff Presenting and Supporting the Meeting

- Betony Jones, Director, Office of Energy Jobs
- Katy Clarke, Deputy Director, Office of Energy Jobs
- Maya Goodwin, Senior Advisor, Workforce and Economic Opportunity Policy, Office of Energy Jobs
- Piper O'Keefe, Policy Analyst and Designated Federal Official for the EWAB, Office of Energy Jobs
- Natalie Williams, Master Scheduler/Executive Assistant, Office of Policy
- Francisco Arzu, Contractor Support for the Office of Energy Jobs from U.C. Berkeley's Labor Center, Co-Director of the Labor Center's Green Economy Program
- Pam Egan, Contractor Support for the Office of Energy Jobs from U.C. Berkeley's Labor Center, Co-Director of the Labor Center's Green Economy Program
- Damaris Vargis, Contractor Support for the Office of Energy Jobs from Evoke Consulting, Portfolio Director
- Irem Inal, Contractor Support for the Office of Energy Jobs from U.C. Berkeley's Labor Center, Co-Director of the Labor Center's Green Economy Program

Other Attendees

- Andrew Reamer, Research Professor, George Washington University (public commenter)
- April Wade
- Solomon G Morgan
- Steve Medved
- Bonnie Krueger

- Colden Franklin
- Miranda Bernard
- Matthew Garcia
- Ryan Servais
- Tracy Wilfong
- Luke Somers
- Colden Franklin
- Sierra Cato
- Tracy Wilfong
- Otto Katt
- J Palmer
- Rio Morales

Date and Time

- Tuesday, October 31, 2023
- 12-1:30pm Eastern

Location

- Virtual

Purpose

- EWAB Public Meeting

Meeting Summary

This is the second 21st Century Energy Workforce Advisory Board (EWAB) meeting. The meeting was conducted virtually via WebEx. The meeting was called to order at approximately 12:00pm Eastern. The meeting was attended by members of DOE's Office of Energy Jobs team, 11 EWAB members, members of the public, and others across DOE. Presentations and discussion focused on DOE's National Labs and the role they play in DOE's workforce development programming.

Public Meeting

DFO Piper O'Keefe opened the meeting by addressing housekeeping and logistical items. Ms. O'Keefe then took roll call to ascertain a quorum of attendees for the record (11 EWAB members responded as present). Upon completion of the roll call, she turned the meeting over to a staff member of the Office of Energy Jobs for a brief welcome and overview of today's agenda.

OEJ presented the meeting's objectives (discussing the subcommittees, report writing work plans, and DOE's National Labs). The DOE staffer turned the meeting over to the Berkeley Labor Center Support Team to open the discussion.

[see *Meeting 2 Presentation (all slides)* on the October 31st meeting on the EWAB's website: <https://www.energy.gov/policy/21st-century-energy-workforce-advisory-board-ewab>]

The contractor support facilitated the discussion on subcommittees and EWAB members asked follow-up questions, including:

- An EWAB member asked for members' reactions to the scope of four suggested subcommittees: 1. Combatting Barriers to Energy Employment, 2. Measuring and Addressing Job Quality, 3. Scope Prioritization and Industry/Training Needs (Targeting), and 4. Effectiveness of Existing DOE Programs.
- An EWAB member suggested widening the scope of the "combatting barriers to energy employment" subcommittee to also look at the effectiveness of the support that supports the elimination of barriers.
- An EWAB member asked who will be responsible for digging into any data needs a subcommittee identifies.
- The contractor support suggested that the subcommittees could make the data request to DOE, and DOE or the Labor Center may be able to provide the data/answer requested. In some cases, the data may not be available, and that could be a gap that the EWAB could identify as needing to be filled.
- An EWAB member said that the subcommittee breakdown looks good and in-line with the discussion in the first EWAB meeting.
- An EWAB member said that if DOE has a strategic plan or SWOT analysis, looking at them could be a good starting point.
- An EWAB member added that the scope of the measuring addressing job quality subcommittee should also include looking into how DOE is currently measuring job quality.
- The contractor support acknowledged those suggestions and said that the subcommittees could document and pursue them. She asked for any final comments about subcommittees.
- An EWAB member confirmed that the Targeting subcommittee's subtopics looked good, but they'd work, as a group, to further refine them as they meet.

The contractor support transitioned the discussion to processes around forming and convening the subcommittees. EWAB members asked questions, including:

- An EWAB member asked if EWAB members are able to make their own connections and move forward with subcommittees, or if there is any sort of requirement to have DOE staff present.
- The then-DFO confirmed that subcommittees can meet without a DOE staff member present, but that subcommittees are required to report back to the full EWAB. She said that DOE or the Labor Center would be happy to attend some meetings, if helpful, to answer questions or support data requests.
- A DOE staffer added that she would be happy to join any subcommittee meetings to provide insights.
- The contractor support additionally said that it would be helpful for the Labor Center team to join subcommittee meetings when possible, in order to provide the best possible support on the EWAB's report.
- An EWAB member said that, in looking at the subcommittees' scopes, there seems to be overlap with other agencies, especially the Departments of Labor and Commerce. She asked how DOE

can help facilitate connections to the other agencies to understand what they're doing as related to EWAB's scope.

- A DOE staffer responded that, once subcommittees have specific questions, DOE can help arrange for presentations/meetings with the relevant agencies.
- An EWAB member followed up by saying a question that has come up among EWAB members is how to not duplicate efforts in relation to the Departments of Commerce and Labor's job quality definitions.
- A DOE staffer answered that DOE is familiar with those principles, though not 100% aligned with them. She said that DOE is linked to DOL's good jobs initiative and their resources. She added that it would be helpful for the Job Quality subcommittee to grapple with to what extent DOE is/should be looking at job quality as an expectation in workforce development investments.
- An EWAB member acknowledged the DOE staffer's response and added that, to another EWAB member's point, they want to be sure to integrate an understanding of what other agencies have done.
- The then-DFO added that the EWAB's statute asked them to consider how DOE can interact with other agencies, so they're asking the right questions.
- An EWAB member said that the Effectiveness subcommittee will have a difficult task, as it could be hard to get data on how federal programs were evaluated.
- An EWAB member added on to another EWAB member's comments, saying that concern was why he previously suggested looking at DOE's roadmap/KPIs.
- A DOE staffer clarified that the EWAB is tasked with making suggestions for DOE's roadmap for workforce, so much of what they're looking for may not exist.
- An EWAB member asked what the best way to collaborate across the separate subcommittee workstreams is; for example, the Scope Prioritization subcommittee includes a focus on disadvantaged populations, as does the Combatting Barriers subcommittee.
- The contractor support asked the group to discuss that question about cross collaboration.
- A Board member suggested looking at the scopes for each subcommittee closely, identifying the intersection, and then passing off information to the other subcommittee.
- The contractor support clarified if that would be a good agenda item for the next public meeting.
- An EWAB member confirmed that that would be good timing.
- An EWAB member added on that it could be helpful for the subcommittee chairs to meet to talk about intersections – such as recommendations to increase diversity in energy careers.

The contractor support then asked for discussion on the report plan [see slides 6-9].

- An EWAB member said that, overall, she likes the outline but would like a place for all the subcommittees to put and share resources.
- A DOE staffer responded that DOE and the Labor Center can look into options, but the subcommittee chairs collaborating may be the best next step.
- An EWAB member asked whether the vision is to have all of the topics outlined in the plan in the report.

- The contractor support responded that that is a decision for the EWAB members to make, and that the structure will likely evolve. She then asked whether the report timeline [see slide 9] seemed reasonable.
- EWAB members discussed that the timeline is ambitious but, considering members expertise, reasonable. While not all subcommittees have not met yet, members generally agreed that the timeline was ambitious but doable.
- The contractor support said that hopefully this conversation will allow subcommittees to get organized and move quickly. She asked if there are any resources needed to make these meetings happen and encouraged EWAB members to include DOE and the Labor Center in their subcommittee calls to provide support.
- An EWAB member asked if there was an option for her to join other subcommittee's calls.
- The contractor support deferred to the Subcommittees to set the parameters and asked about any FACA regulations.
- The then-DFO shared that the organization is up to the subcommittees, they just need to report back.
- An EWAB member added that they could use the information center mentioned before to post a meeting schedule as part of the resources/data being shared.
- The contractor support said that the Labor Center, DOE, and the Chair (who is almost confirmed) will work together to help create a platform.
- A DOE staffer added that each subcommittee will take on some analysis and research themselves.
- An EWAB member asked for a sense of who the Chair is – someone from DOE, an outsider, etc?
- A DOE staffer clarified that the Chair will be a member of the EWAB.

A DOE staffer presented and facilitated the discussion on National Labs, turning the meeting over to a staffer in the Office of the Under Secretary for Science and Innovation, who gave an overview of DOE's National Laboratories. EWAB members asked follow-up questions, including:

- An EWAB member asked about how the DOE org chart relates to the structure of the national labs. The presenter answered that, normally, a DOE office responsible for a program will take advantage of the skill sets of multiple National Labs. For example, the Wind Energy Office works with the National Renewable Energy Laboratory (NREL) and Sandia National Laboratory quite a bit.
- An EWAB member asked whether there is a map or 1 pager that captures the transitions labs are making, including to gain national lab status, such as the facilities in Augusta and Aiken. The presenter responded that there are a lot of National Laboratory offshoots and facilities that don't fully rise to National Lab status. He said that there are also a number of independent facilities that support the DOE mission, and such as Aiken, that are central to promoting the mission.
- An EWAB member asked whether the each of the labs have an education and training function; and whether that function is standardized/centralized at all. The presenter responded that each lab has its own people in charge of education; but they try to collaborate as a network with DOE HQ to implement programs. National Labs were decentralized by design, but there is connective tissue among them.

- A DOE staffer asked if there was a top line figure about how much funding flows from DOE to the National Labs. The presenter responded that is a hard number to calculate, because portions of money from DOE's annual appropriations and money allocated from the Bipartisan Infrastructure Law and the Inflation Reduction Act are flowing through the National Labs – it changes every year but is a significant amount.

A DOE staffer introduced an individual from the National Energy Technology Laboratory (NETL) to give the next presentation. The NET staffer gave an overview of NETL's workforce development programs and then opened the floor for questions, including:

- An EWAB member thanked for their presentation and work. He said that he would be interested in talking more offline about some of the sector strategies NETL is working on. A DOE staffer said that the NETL's contact information will be shared for members to connect and moved the meeting to the next presentation from the Joint Institute for Strategic Energy Analysis at the National Renewable Energy Lab (NREL).

The then-DFO opened the floor for public comments and called on public commenter, a Research Professor at George Washington University, who registered to give a public comment.

The public commenter recommended that EWAB members look at what other federal agencies are doing instead of "reinventing the wheel." He offered to connect and share any resources he has gathered in his focus on how to make labor markets work better so America can compete in global markets.

Seeing there were no other public comments, a DOE staffer asked for members to share any reflections on what they learned today about DOE's national labs and what they hope to learn more about. EWAB members' comments included:

- An EWAB member said that the presentations today reinforced that DOE has a long history of doing a good job with the scientific workforce. He asked if the EWAB would spend more time delving into similar programs for the craft workforce, which he clarified as hourly workers; seeing as many of the National Labs focused on PhDs and postgraduates but the clean energy transition will lead to an increased demand for craft labor.
- An EWAB member spoke to the Augusta Aiken Lab, where they now have a 2-year program for techs supporting scientists. He asked what is the national scale of similar programs and the national demand? Are community and technical college partnerships or union partnerships ready to meet the demand?
- Another member responded that there's not a lot of opportunity for people outside of the traditional networks to know that the demand for those types of jobs in clean energy is there. NREL (and other labs) has had success in partnering with consortiums of community colleges for funding opportunities; and is developing curriculum programs with community colleges and high school diploma programs.
- An EWAB member said that it was eye-opening to hear about the National Labs. He's curious to talk more about how many community colleges are being leveraged and what the opportunities for scaling are.
- A DOE staffer followed up by asking the EWAB members about what ways they think DOE could more effectively utilize national labs to achieve its workforce development goals.

- An EWAB member emphasized an point about craft workers, while national labs seem to be future-scientist-focused. She asked what time scale the EWAB is being asked to project out on, to which the DOE staffer responded that Congress called this group the *21st Century Energy Workforce Advisory board* and asked them to focus on “current and future energy needs.” They added that the report will be read by the Secretary so the EWAB should think about what’s most important to focus on right now – maybe it’s not 2095, maybe it’s 2050.
- An EWAB member added that they need to think about a combination of short run recommendations and some long run ones. He spoke about how well he knows the Augusta market and how it would be helpful to know what other, localities’ plans and goals are in the next decades for their energy systems.

An EWAB member added a final thought that the questions, opportunities, and responsibilities are huge and significant. She plans to turn to use her expertise and learn from her personal network, especially practitioners who interact with these questions on a daily basis.

The then-DFO reminded members to lean on their individual expertise and then adjourned the meeting.

The Meeting Adjourned at approximately 1:30pm Eastern.

Respectfully submitted.

Maya Goodwin

Designated Federal Officer

January 29, 2025

I hereby certify that these meeting minutes of the October 31, 2023 EWAB meeting are true and correct to the best of my knowledge.



Melissa Henriksen

Chair, EWAB